

Communicating Inclusion: A Marketer or PR Professional's Guide to Communicating Effectively



Tiffany Hanson (she/hers)

- **Gender:** Cisgender woman
- **Sexual Orientation:** Heterosexual
- **Race:** Caucasian
- **National Origin:** American born citizen
- **Socioeconomic Class:** Middle class
- **Religion:** Agnostic
- **Disability:** None
- **Age:** Mid 30's
 - *Technically a (dreaded) Millennial*

Tiffany Hanson



- Outreach and Engagement Manager



- Director of Marketing and Communications



- Board Member and Professional Development Director



- Board Member and Grant Committee Chair

People naturally feel comfortable with people that...



People naturally feel comfortable with people that

- 1) they look like,
- 2) they already have a relationship with, or
- 3) they can communicate with

How do we communicate this in our marketing and public relations to build trust and make all constituents to feel safe and included?

Know Your Community's Demographics

- By 2025, Indiana will be a minority majority state
- Indiana has over 100 languages represented (only 39 are recorded on the Census)
- 1/20 Hoosiers are foreign born (U.S. Census 2017)
- Indiana has received refugees from 46 countries, and we have one of the largest growing immigrant populations in the nation.
- Central Indiana has a disproportionately high population of Deaf community members as compared to most other areas of the country.
 - Does anyone know why this is?

Where to find demographic information:

- LEP.gov
- Census
- Schools
- Hospitals
- Courts
- Language Service Companies!
 - Email me at tiffany@luna360.com



Demographic Data To Identify Your Service Population

While public survey sources are never a perfect indicator of demographics and language needs, especially with individuals who do not use English fluently, it is a good place to begin for language access planning. The following websites/organizations are a good place to begin your research.

U.S. Bureau of the Census
census.gov
factfinder.census.gov
census.gov/topics/population/language-use.html

U.S. Bureau of Labor Statistics
stats.bls.gov/bls/home.html

Data Gov
data.gov

Current Population Statistics
bls.gov/cpi/

Demographic Profile Generator
mcdc2.missouri.edu/websas/xtabs3v2.html

Gallaudet University
<https://www.gallaudet.edu/research-support-and-international-affairs/research-support/research-resources/demographics>

Migration Policy Institute
migrationpolicy.org

National Center for Education Statistics
nces.ed.gov/

National Institutes of Health
nidcd.nih.gov/health/statistics/quick-statistics-hearing

Pew Research Center
pewresearch.org/topics/language/



LUNA | Language Services

Limited English Proficiency (LEP)

A Federal Interagency Website

LEP.gov
Mission Statement

LEP Resources and Information

[Frequently Asked Questions](#)

[Executive Order 13166](#)

[Resources by Subject](#)

[Interpretation and Translation](#)

[LEP and Title VI Videos](#)

[Demographic Data](#)

[LEP Mapping Tools](#)

[LEP Compliance](#)

[Federal Agency LEP Plans](#)

[LEP Guidance for Recipients](#)

[DOJ LEP Guidance for Recipients](#)

[Recipients of Federal Assistance](#)

[File a Complaint with DOJ](#)

[DOJ Agreements and Settlements](#)

[LEP.gov](#)

[Search LEP.gov](#)

[Suggest LEP Resources](#)

[Report Broken Links on LEP.gov](#)

[Privacy and Security Notice](#)

[Last Updated: February 4, 2019](#)

Limited English Proficient (LEP) Maps

Language Map App

The Civil Rights Division's Language Map App is an interactive mapping tool that helps users find out the concentration of and languages spoken by LEP individuals in a community. Click on your state or county to identify the number or percentage of LEP persons, download language data, or visually display LEP maps for presentations. We encourage users to test the features of the Language Map App and provide feedback to help us improve functionality.

Year of app data: 2015

[Language Map App](#)

[Accessible Alternative with Downloadable Data](#)

Additional LEP Maps



Limited English Proficiency (LEP)

A Federal Interagency Website

Search LEP.gov

LEP Resources and Information

[Frequently Asked Questions](#)

[Executive Order 13166](#)

[Resources by Subject](#)

[Recipients of Federal Assistance](#)

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[LEP and Title VI Videos](#)

[Demographic Data](#)

[LEP Mapping Tools](#)

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[LEP Guidance for Recipients](#)

[LEP Guidance for DOJ Recipients](#)

[File a Complaint](#)

[LEP.gov](#)

[Suggest LEP Resources](#)

[Report Broken Links on LEP.gov](#)

[Last Updated: February 5, 2019](#)

Demographic Data

A federally conducted or funded program should consider assessing the number or proportion of limited English proficient (LEP) persons from each language group in its service area to determine appropriate language assistance services. Below are federal government and non-governmental sources of language data that can assist in assessing the LEP communities in your service area. These are a sampling of the resources that may be useful and are not necessarily endorsed by the Department of Justice or by the Federal Interagency Working Group on LEP.

U.S. Census Bureau

[U.S. Census Bureau - 2013-2017 American Community Survey 5-Year estimates, including language data, is on American Factfinder \(December 6, 2018\)](#)

[U.S. Census Bureau- Reports at Least 350 Languages Spoken in U.S. Homes \(November 3, 2015\) \[Detailed Tables\]](#)

[U.S. Census Bureau- How Well Do You Speak English? Assessing the Validity of the American Community Survey English-Ability Question \(October 7, 2015\) \[Working Paper\]](#)

[U.S. Census Bureau, American Community Survey \(ACS\), Language Use Data](#)

[U.S. Census Bureau- Language Map based on 2007-2011, Language Data](#)

[U.S. Census Bureau- Accessing and Using Language Data from the Census Bureau \(PDF\), September 3, 2008](#)

[U.S. Census Bureau- Accessing and Using Language Data from the Census Bureau \(PDF\), March 15, 2007](#)

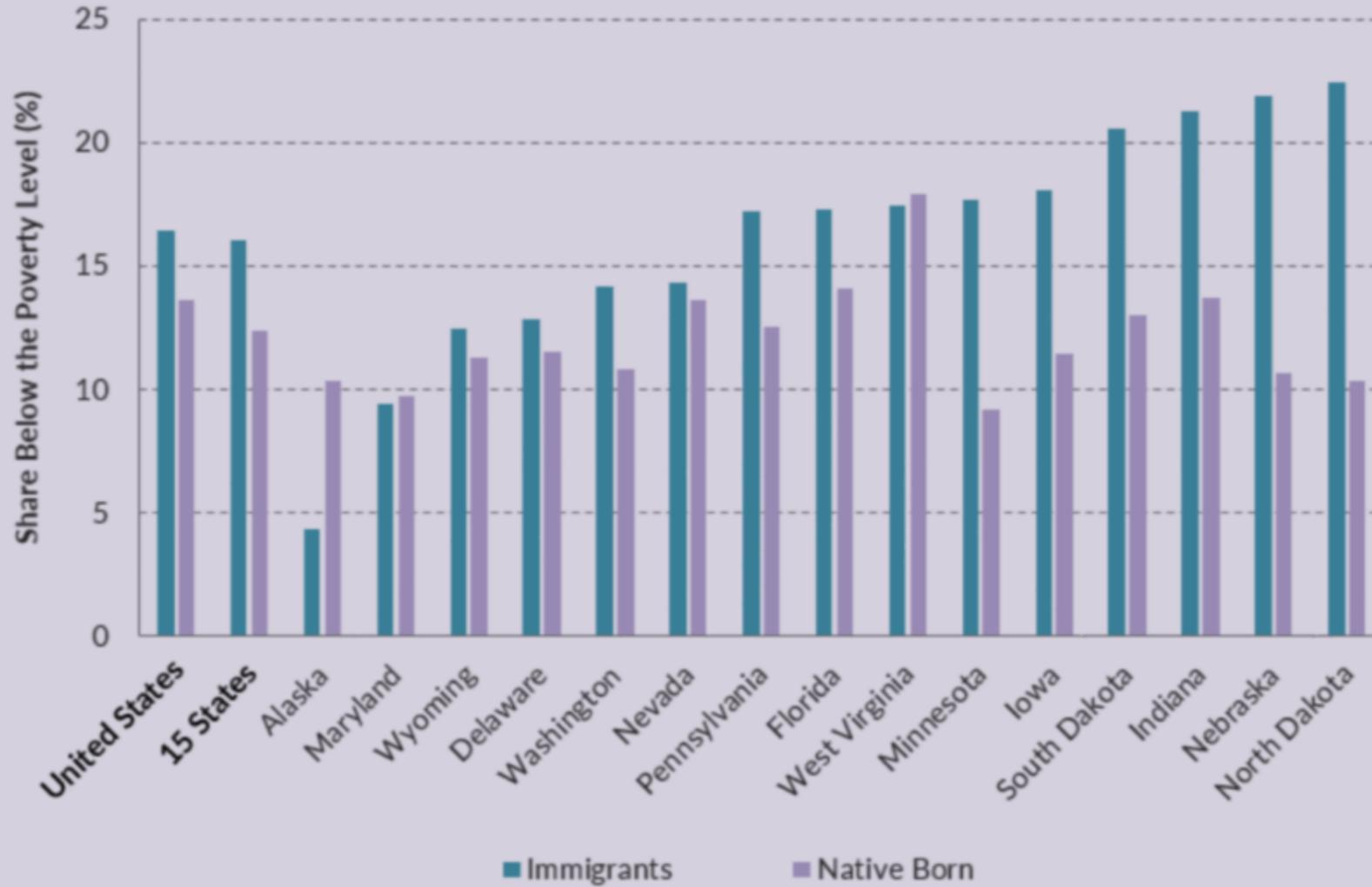
U.S. Department of Education

[National Center for Education Statistics \(NCES\), English Language Learners \(ELL\), ELL Fast Facts](#)

U.S. Department of Health & Human Services

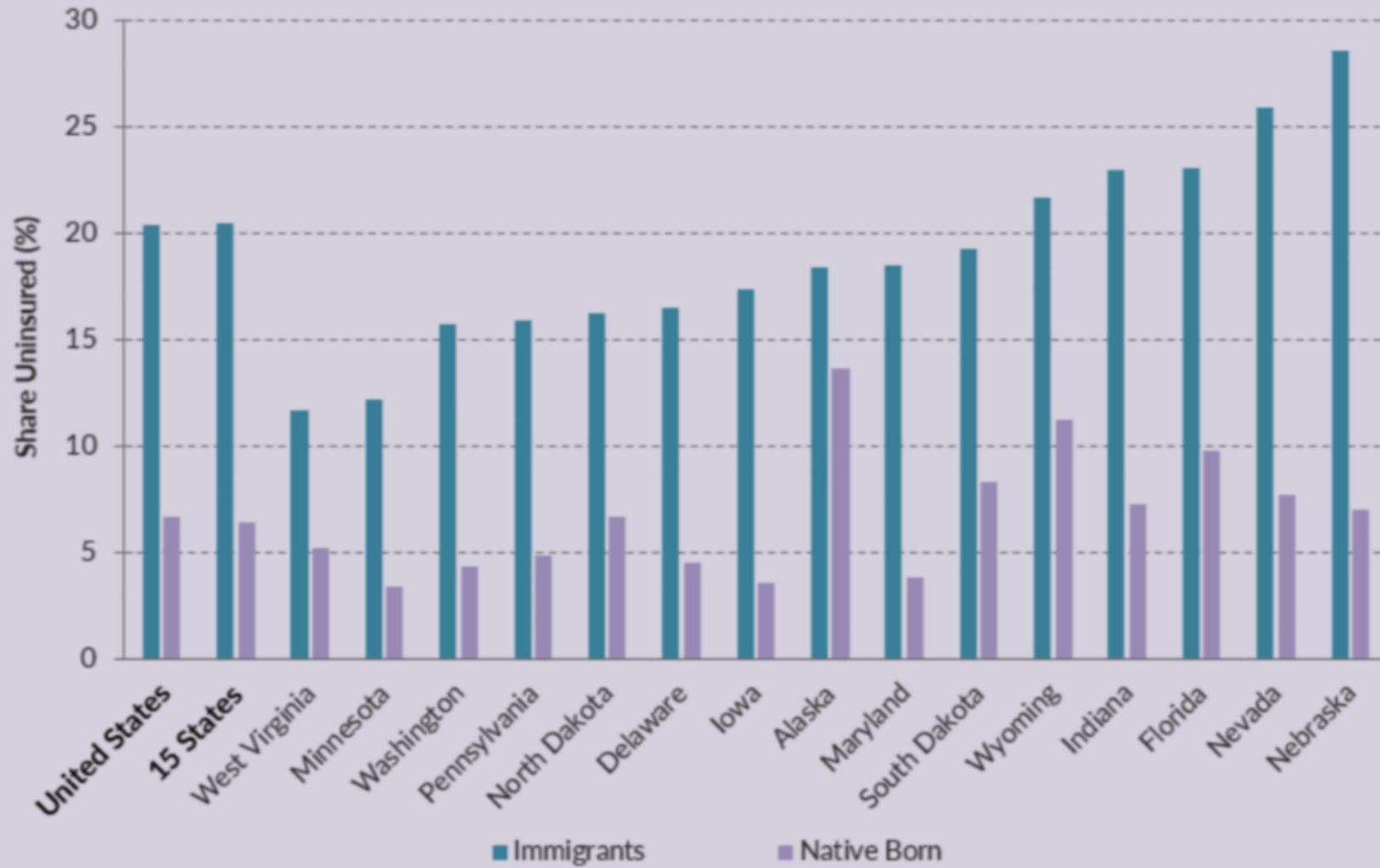
[Frequently Asked Questions on Section 1557 of the Affordable Care Act \(ACA\): Applying the Tagline Requirement to Covered Entities that Operate Health](#)

Figure 9. Share of Individuals in Poverty, by State and Nativity, (%), 2016



Source: MPI tabulation of data from the U.S. Census Bureau 2016 ACS.

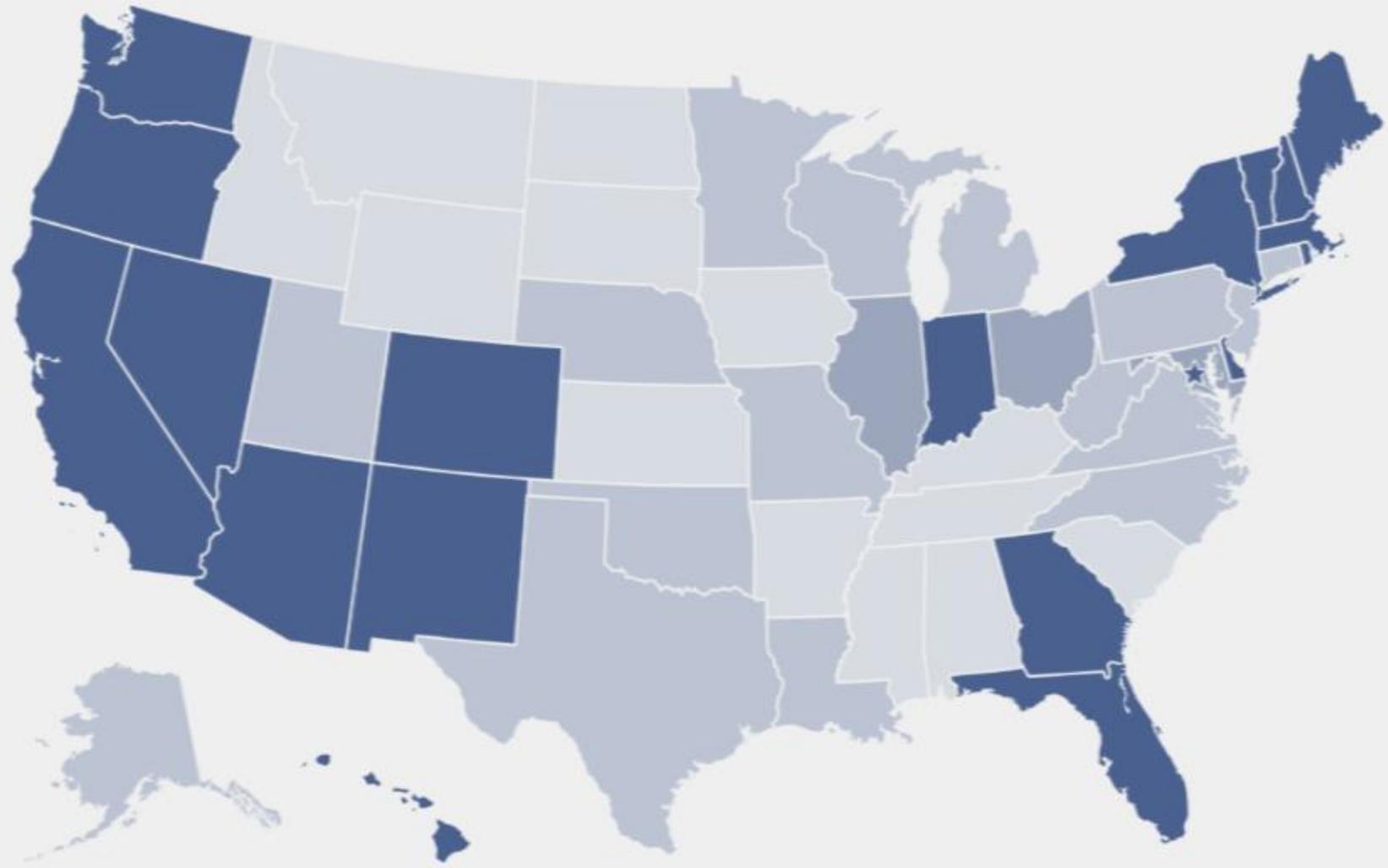
Figure 10. Share of Population Lacking Health Insurance, by State and Nativity, (%), 2016



Note: Numbers refer to the civilian noninstitutionalized population.
Source: MPI tabulation of data from the U.S. Census Bureau 2016 ACS.

LGBT Proportion of Population: United States

- Below 3.7%
- 3.7% - 4.1%
- 4.1% - 4.5%
- 4.5% and above



Gallup Poll from 2017

1) People naturally feel comfortable with people they look like.

Be cognizant of the imagery you are using on your website, outreach materials, and social media feeds.



Indy Pride is with Alyssa Kennedy.

...

Published by Tiffany Hanson [?] · May 22 at 4:44 PM · 🌐

Join us for our second annual Deaf Pride Presented by Lilly on June 3rd at Gregs Our Place!

RSVP and get the details on your calendar at <https://bit.ly/2W0FXGA>

#IndyPride2019



Indy Pride

...

May 24 at 4:18 PM · 🌐

Who is stoked to show us what your #TransGlam looks like?! Kick off Pride week on June 1st by hanging out at TransGlam 2019 Presented by Eskenazi Health.

RSVP to get the details on your calendars and to let us know how much food to provide! <https://bit.ly/2OZzO7V>

#IndyPride2019





United Way
of Central Indiana

[ABOUT](#)

[IMPACT](#)

[GET INVOLVED](#)

[GET HELP](#)

[BLOG](#)

[GIVE](#)



WHAT WE'RE UP TO: IMPACT FUNDS

BASIC NEEDS FUND



Providing the essentials to our most vulnerable neighbors

[LEARN MORE →](#)

FAMILY OPPORTUNITY FUND



Addressing the needs of the entire family to break the cycle of poverty

[LEARN MORE →](#)

SOCIAL INNOVATION FUND



New solutions to accelerate positive change

[LEARN MORE →](#)

Ask your constituents who have benefitted from your services
if they would be willing to help others
Work to bring them on as staff, leadership, or volunteers

Community Outreach



Raising Awareness of Immigrant Issues in Indianapolis.

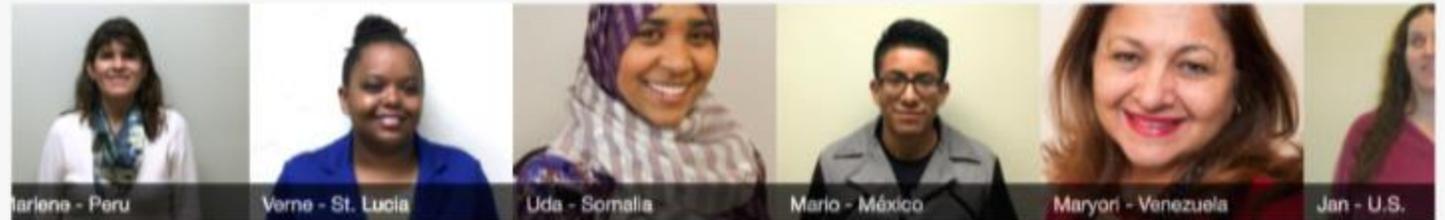
The Immigrant Welcome Center reaches out to the community in a variety of ways to provide information about immigrants and refugees in Central Indiana.

As part of our community outreach efforts, our staff and volunteers:

- Provide sessions for community groups on immigrants in Indianapolis and how they are changing
- Attend fairs, festivals, and community events to talk about the Immigrant Welcome Center and a
- Work with the Indianapolis Public Library to provide staff training on how to interact with different
- Host job fairs and health fairs for immigrants and refugees.
- Present sessions on human trafficking to increase awareness about this illegal activity that is tak
- Work with high school and college students to connect them with local immigrants and help them in Indianapolis.

Meet Our Natural Helpers

Immigrants and refugees can work with a [Natural Helper volunteer](#) who [speaks their language](#) or who is from their [country of origin/region](#). Natural Helpers provide information and referral to community resources for jobs, language classes, education, housing, transportation and more.



Iarlene - Peru

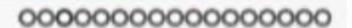
Verne - St. Lucia

Uda - Somalia

Mario - México

Maryori - Venezuela

Jan - U.S.



Our Natural Helpers provide assistance at our branches or help by phone, e-mail and in-person. To find a branch near you, [click here](#). To get assistance from a Natural Helper by phone, by e-mail or in-person, [click here](#).



American Foundation for Suicide Prevention- Indiana Chapter

May 17 at 2:24 PM · 🌐



LGBTQ

Suicide Prevention Resources



National Suicide Prevention Lifeline

1-800-273-TALK (8255)
Veterans: Press 1



Text TALK to 741741

Text with a trained counselor from the Crisis Text Line for free, 24/7



The Trevor Project

TrevorLifeline: Available 24/7 at 1-866-488-7386

TrevorText: Text TREVOR to 1-202-304-1200

TrevorChat: Via thetrevorproject.org



Trans Lifeline

Support for transgender people, by transgender people
1-877-565-8860



SAGE LGBT Elder Hotline

Peer-support and local resources for older adults
1-888-234-SAGE



The LGBT National Hotline

Peer-support and local resources for all ages
1-888-643-4564



American Foundation for Suicide Prevention

afsp.org/lgbtq

This can include representing internal characteristics in a visual way



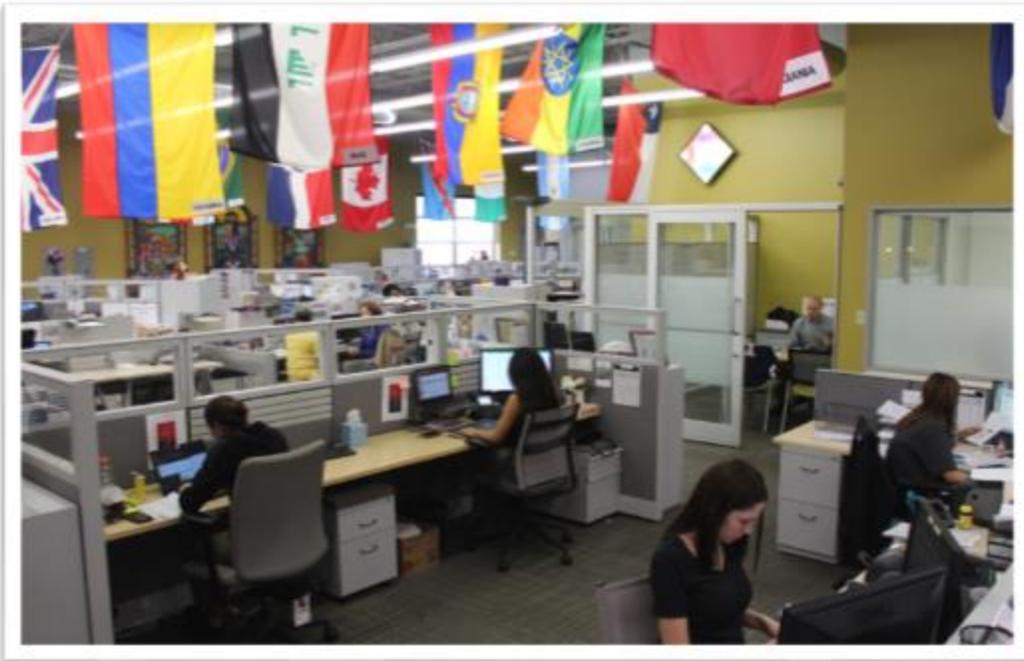
GenderNexus

February 24 · 🌐



THEM.US

Growing Up Queer and Muslim Can Be Terrifying. That's Why I'm Telling My Story



2) People naturally feel comfortable with people that they already have a relationship with.

Forge strong and **genuine community partnerships** with individuals and groups who represent the cultural communities that you would like intentionally be more inclusive of.

Listen and learn from them and collaborate on ways to better serve the community **together**.

Collaborate with partner organizations on events to co-brand and re-align yourself with this representation



SHABBAT AT INDY PRIDE
ORGANIZED BY THE JEWISH
COMMUNITY RELATIONS COUNCIL

Saturday June 8th
8:00 AM
Meet at the Firefighters Credit Union
on Mass Ave



THE GREATER INDIANAPOLIS
JEWISH COMMUNITY



Indy
Pride



**BIG
FREEDIA**

Performing Live
FRIDAY JUNE 8TH
THE PAVILION
201 S CAPITOL AVE, INDIANAPOLIS, IN 46225

DOORS OPEN AT 8PM
TICKETS ON BIGFREEDIAINDY.COM
FOR MORE INFO CALL 317-454-2656

Collaborate with partner organizations on programs to co-brand



Axis Latino
Young Professionals

- City of Indianapolis
- Indiana Latino Expo
- Indiana Undocumented Youth Alliance
- Indy Achieves

Promote and support events of these partner organizations that might be helpful for your constituents and SHOW UP

Indiana Civil Rights Commission
April 3 · 🌐

Fair Housing Center of Central Indiana's 7th Annual Fair Housing Conference is a great opportunity for ICRC's staff to get additional training and sharpen our expertise in fair housing. We're happy to be a sponsor of this year's fair housing month celebration! #FHCC2019 #AllofUs #FairHousingMonth

For more information about ICRC's participation in National Fair Housing Month, visit <https://calendar.in.gov/site/icrc/>.



Indiana Civil Rights Commission
March 21 · 🌐

Celebrate Disability Awareness Month by joining **Indiana Governor's Council for People with Disabilities** on Sunday, March 24th for a public screening of **INTELLIGENT LIVES**, a film by Dan Habib, followed by a panel discussion. This event is free and open to the public but registration is required. You can reserve your spot at <http://intelligentlivesindy.eventbrite.com/>! #BeCoolWeAre



You never know what people can do.

EVENTBRITE.COM
Free Public Screening of Intelligent Lives
Join us on Sunday, March 24th for a public screening of INTELLIGENT...

Indiana Civil Rights Commission is at Indianapolis Marriott Downtown.
December 10, 2018 · Indianapolis · 🌐

Supporting **Indiana Latino Expo's Awards Gala** means supporting education, cultural awareness and health & wellness for Latinos in the state of Indiana. Thanks so much to ILE Executive Director **Gloria Jimenez** and the awesome #ILE board for a wonderful event! #ILEAwardsGala



3) People naturally feel comfortable with people that they can communicate with.

Accommodation is providing language access upon request.

Inclusion is automatically providing language support.

Provide interpreters for events and be sure to promote this!



IndyPride
FERIA DE EMPLEO

Miércoles
29 de agosto

11:00 am a
2:00 pm

Organizado por Eskenazi Health,
En la sala de conferencias Fongro Baker
Directo ubicado en el primer piso del hospital

Indy Pride le da la bienvenida a su primera feria de empleo de Indy Pride! Veniga a hablar con empresarios que se esfuerzan porque todos sus empleados se sientan importantes y bien recibidos.

Un evento de Indy Pride
Este evento contará con la presencia de intérpretes de habla hispana y de lenguaje de señas americano para que los miembros de nuestra comunidad accedan al lenguaje oral.

Por favor en contacto con marketing@indypride.org si tiene alguna pregunta.

WWW.INDYPRIDE.ORG

Presenting Sponsor **LUNA** | Language Services



An Indy Pride Event

This event will have Spanish and American Sign Language interpreters present to create more language access for our community members.

Please reach out to marketing@indypride.org if you have any questions.

WWW.INDYPRIDE.ORG

Presenting Sponsor **LUNA** | Language Services



IndyPride
CAREER FAIR

Wednesday,
August 29th

11:00 am to
2:00 pm

Hosted by Eskenazi Health
Fongro Baker Events Conference room on the first floor of the hospital

Indy Pride welcomes you to our very first Indy Pride Career Fair! Come to speak with employers who work hard to make all of their employees feel important and embraced.

An Indy Pride Event
This event will have Spanish and American Sign Language interpreters present to create more language access for our community members.

Please reach out to marketing@indypride.org if you have any questions.

WWW.INDYPRIDE.ORG

Presenting Sponsor **LUNA** | Language Services



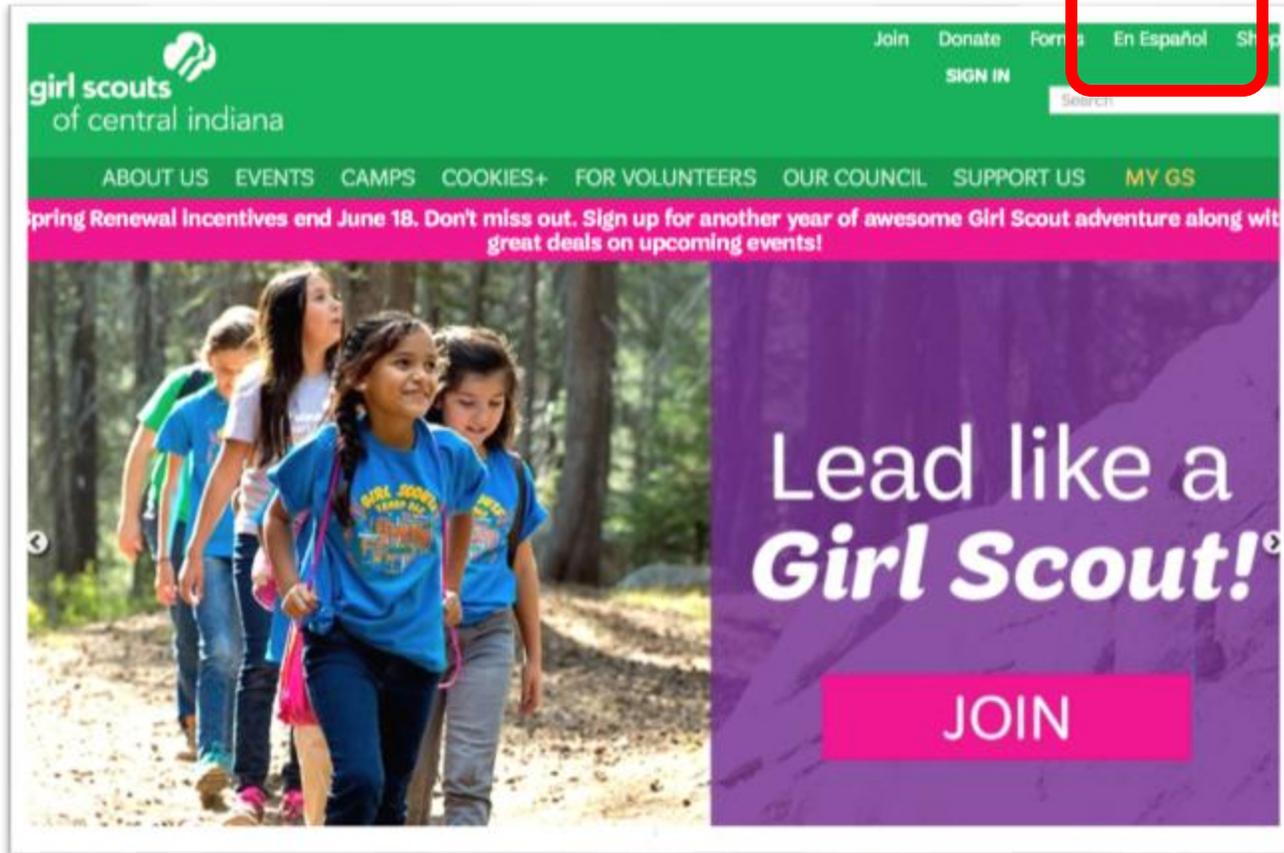
Learn vocabulary or greetings of different language groups



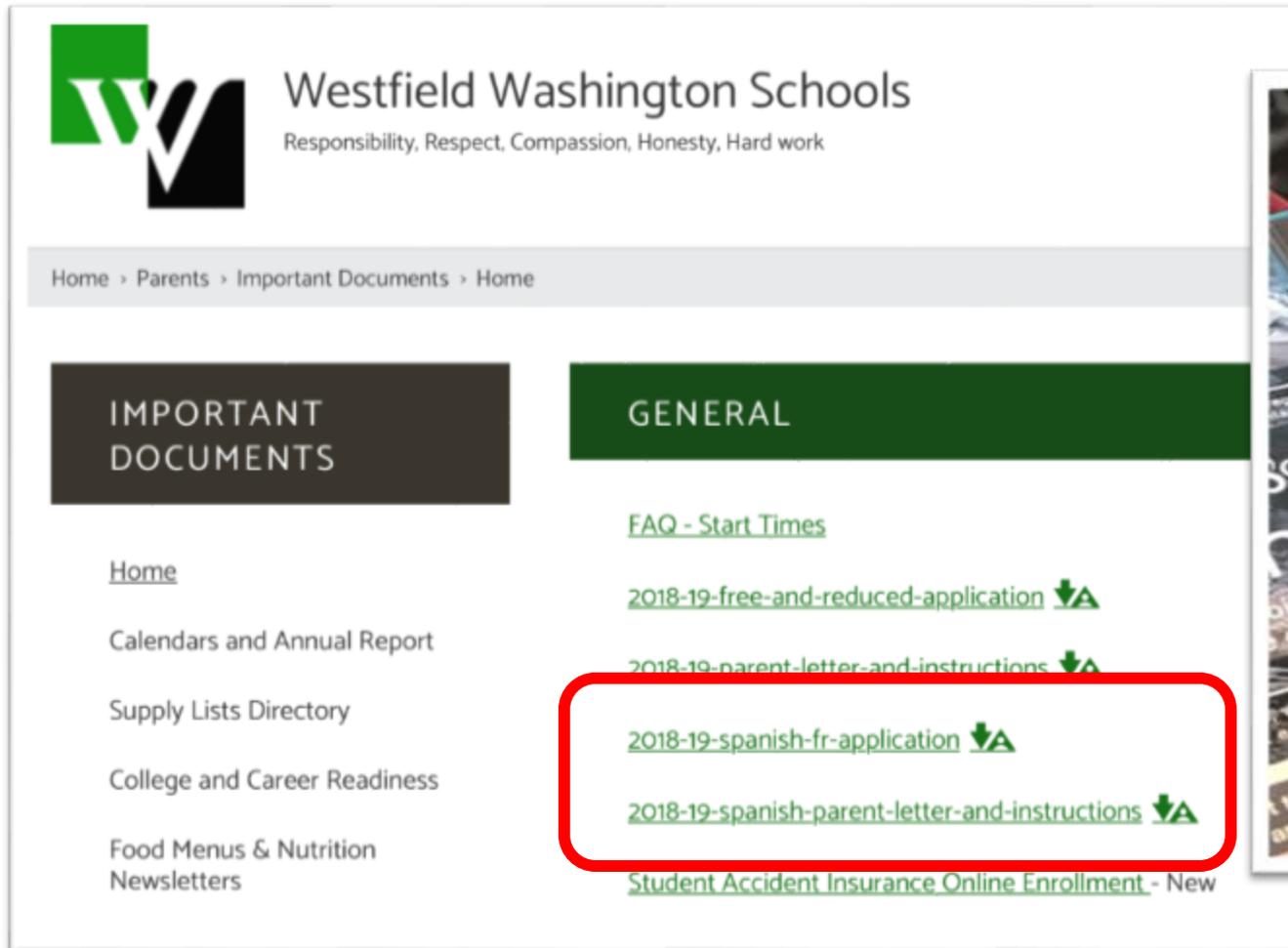
Utilize:

- Online resources
- Your employees
- Your constituents

Translate vital pages of your website



Translate outreach materials and vital documents



Westfield Washington Schools
Responsibility, Respect, Compassion, Honesty, Hard work

Home > Parents > Important Documents > Home

IMPORTANT DOCUMENTS

- Home
- Calendars and Annual Report
- Supply Lists Directory
- College and Career Readiness
- Food Menus & Nutrition Newsletters

GENERAL

- [FAQ - Start Times](#)
- [2018-19-free-and-reduced-application](#) ↓▲
- [2018-19-parent-letter-and-instructions](#) ↓▲
- [2018-19-spanish-fr-application](#) ↓▲
- [2018-19-spanish-parent-letter-and-instructions](#) ↓▲
- [Student Accident Insurance Online Enrollment - New](#)



The Indianapolis Public Library provided promotional information in English, Spanish, Yoruba, Arabic, French, Burmese, Hakha Lai, Karen, and Kiswahili.

Practice Speaking English

@ IndyPL' s English Conversation Circles

Do you want to practice and improve your English skills in a comfortable, welcoming place? Join us!

Mondays at 6:00 p.m.
 Michigan Road Branch (6201 North Michigan Road)
 Nora Branch (8625 Guilford Avenue)
 Pike Branch (6525 Zionsville Road)
 Southport Branch (2630 East Stop 11 Road)
 Wayne Branch (198 South Girls School Road)

Tuesdays at 6:00 p.m.
 Eagle Branch (3905 Moller Road)**
 Haughville Branch (2121 W. Michigan Street)

*Closes begin the week of April 23
 **Eagle Branch sessions begin the week of June 11

FREE and open to the public.

The Indianapolis Public Library
 indypl.org

IUPUI SCHOOL OF LIBERAL ARTS

ممارسة التحدث بالإنجليزية
 @ IndyPL' s English Conversation Circles

هل ترغب في ممارسة وتحسين مهاراتك في اللغة الإنجليزية في مكان مريح ومرحب؟ انضم إلينا!

يوم في الساعة 6:00 مساءً
 (6201 North Michigan Road)
 (8625 Guilford Avenue)
 (6525 Zionsville Road)
 (2630 East Stop 11 Road)
 (198 South Girls School Road)

يوم في الساعة 6:00 مساءً
 (3905 Moller Road)**
 (2121 W. Michigan Street)

*Closes begin the week of April 23
 **Eagle Branch sessions begin the week of June 11

مجانية ومفتوحة للجميع.

The Indianapolis Public Library
 indypl.org

IUPUI SCHOOL OF LIBERAL ARTS

Practique hablar inglés

En los grupos de conversación Biblioteca Pública de Indianapolis

¿Quiere practicar y mejorar de inglés en un lugar cómodo y acogedor? ¡Acompañen!

Lunes a las 6:00 p.m.
 Sucursal de Michigan Road (6201 North Michigan Road)
 Sucursal de Nora (8625 Guilford Avenue)
 Sucursal de Pike (6525 Zionsville Road)
 Sucursal de Southport (2630 East Stop 11 Road)
 Sucursal de Wayne (198 South Girls School Road)

Martes a las 6:00 p.m.
 Sucursal de Eagle (3905 Moller Road)**
 Sucursal de Haughville (2121 W. Michigan Street)

*Closes begin the week of April 23
 **Eagle Branch sessions begin the week of June 11

GRATUITO y abierto al público.

The Indianapolis Public Library
 indypl.org

IUPUI SCHOOL OF LIBERAL ARTS

Jifunze Kuzungumza Kiingereza
 @ IndyPL' s English Conversation Circles

Ungependa kujifunza zako zikoro zikoro kalika mazingira?

Jumata
 Michigan Road Branch (6201 North Michigan Road)
 Nora Branch (8625 Guilford Avenue)
 Pike Branch (6525 Zionsville Road)
 Southport Branch (2630 East Stop 11 Road)
 Wayne Branch (198 South Girls School Road)

Jumana
 Eagle Branch (3905 Moller Road)**
 Haughville Branch (2121 W. Michigan Street)

*Closes begin the week of April 23
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GRATUITO y abierto al público.

The Indianapolis Public Library
 indypl.org

IUPUI SCHOOL OF LIBERAL ARTS

Gbiyanjù Siso Èdè Gẹ̀gẹ̀si

@ IndyPL' s English Conversation Circles

Ṣé o kò fẹ̀ gbiyanjù kí o sì Ẹ̀múgbòrò imọ̀ Èdè Gẹ̀gẹ̀si rẹ̀ ní ibi tó rúrún, tó sì fáyè gbà ọ̀ bí? Darapọ̀ mó wa!

Gbogbo ojú ajé ni aago 6:00 iriṣẹ́.
 Èka Onà Michigan (6201 Onà North Michigan)
 Èka Nora (8625 Opópóná Guilford)
 Èka Pike (6525 Onà Zionsville)
 Èka Southport (2630 East Stop Onà 11)
 Èka Wayne (198 Onà 10 South Girls)

Gbogbo ojú isẹgun ni aago 6:00 iriṣẹ́.
 Èka Eagle (3905 Onà Moller)**
 Èka Haughville (2121 Opópóná W. Michigan)

*Closes begin the week of April 23
 **Eagle Branch sessions begin the week of June 11

Ọ̀FÉ rẹ̀ ó sì wà fún gbogbo èniyan.

The Indianapolis Public Library
 indypl.org

IUPUI SCHOOL OF LIBERAL ARTS

"Speaking the language" isn't always about language, it is about terminology as well.

L	G	B	T	T	Q	Q	I	A	A	P
Lesbian A woman who is primarily attracted to women.	Gay A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.	Bisexual An individual attracted to people of their own and opposite gender.	Trans-gender A person whose gender identity differs from their assigned sex at birth.	Transsexual An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.	Queer An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.	Questioning The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.	Intersex An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."	Ally Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.	Asexual An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many sub-groups.	Pansexual A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.

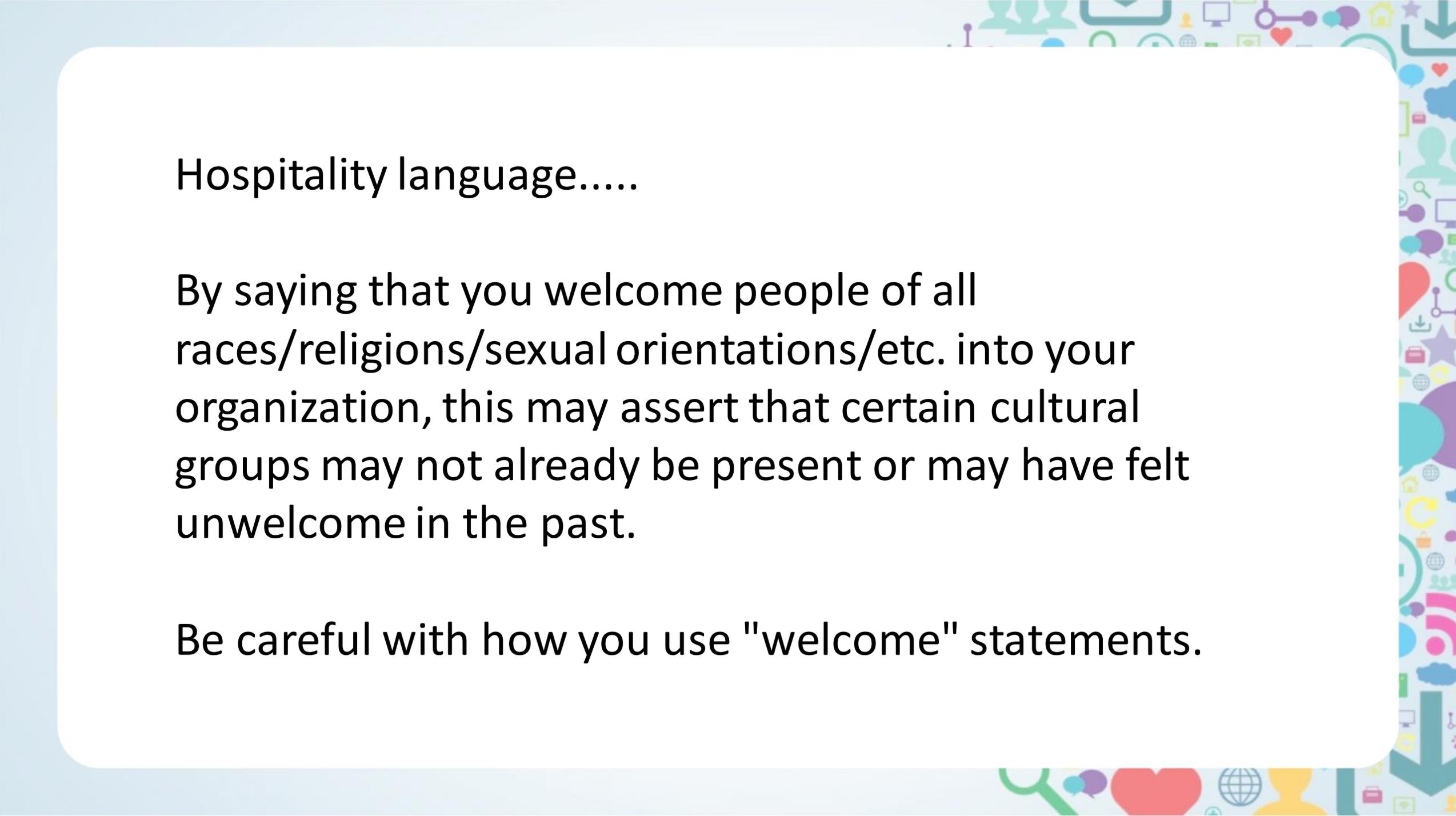
Respect the pronouns of others.

Hello Address me as	Hello Address me as
Please Use: They, Them, Theirs	Please Use: He, Him, His
Hello Address me as	Hello Address me as
Please Use:	Please Use: She, Her, Hers
Hello Address me as	Hello Address me as
Please Use: Ze, Hir, Hirs	Please Use: Xe, Xem, Xyrs

Mr. <input type="checkbox"/>	Ms. <input type="checkbox"/>	Miss <input type="checkbox"/>	Mrs. <input type="checkbox"/>	I prefer not to use a title <input type="checkbox"/>	Other <input checked="" type="checkbox"/>	
Home Phone (Include Area Code)			Cell Phone (Include Area Code)			
Business Phone (Include Area Code)			Email			
Gender (The University of Regina recognizes and welcomes the autonomy of individuals of all genders to be referred to in a way that reflects their identity. All applicants are welcome to signify the gender that they identify with.)						
Female <input type="checkbox"/>	Male <input type="checkbox"/>	I prefer not to identify <input type="checkbox"/>		I prefer to identify as:		
Birthdate			Permanent Address My permanent address is the same as my mailing address <input type="checkbox"/>			
Permanent Address (only if different than mailing address)						
Apt #, S					Code	Country

Thanks so much,
Tiffany Hanson
(she/her/hers)
Outreach and Engagement Manager

LUNA Language Services
8935 N. Meridian Street, Suite 250
Indianapolis, Indiana 46260
Cell: 765-437-1142
Office: 317-341-4137 x 116
LUNA360.com



Hospitality language.....

By saying that you welcome people of all races/religions/sexual orientations/etc. into your organization, this may assert that certain cultural groups may not already be present or may have felt unwelcome in the past.

Be careful with how you use "welcome" statements.



**INDY
WELCOMES
ALL.**

From Visit Indy in an article in response to RFRA:

Track three was developing messaging. We came up with that “**Indy Welcomes All**” campaign. Which was frustrating, to have to defend something that is inherent to your culture. We’ve already had our own human-rights ordinance in Indianapolis for a decade that prevents against discrimination, including against discrimination based on sexual orientation and gender identity. We’re known for “**Hoosier Hospitality.**” And we’ve been recognized for our Super Bowls, and our Finals Fours, and [as] the USA Today number-one convention city, which was in large part because the customers who have met here are such great evangelists for Indianapolis that they went out and they spread the word to other customers.

When to use welcome statements:
If you are hosting an event to celebrate a specific cultural group



On June 3rd, Indy Pride and the Hoosier Rainbow Alliance of the Deaf is hosting Deaf Pride Night at Greg's from 6pm-11pm!

This is a night where LGBTQ+ Deaf community members come together to be their authentic selves and to also be immersed in Deaf culture

together. All community members are welcome to attend. We encourage the hearing community to come to learn about and experience Deaf culture!

LUNA Language Services will provide American Sign Language (ASL) interpreters at the event for the hearing community. Join us to enjoy Deafies in Drag and more!



EVENT SPONSORED BY:

Lilly

LUNA

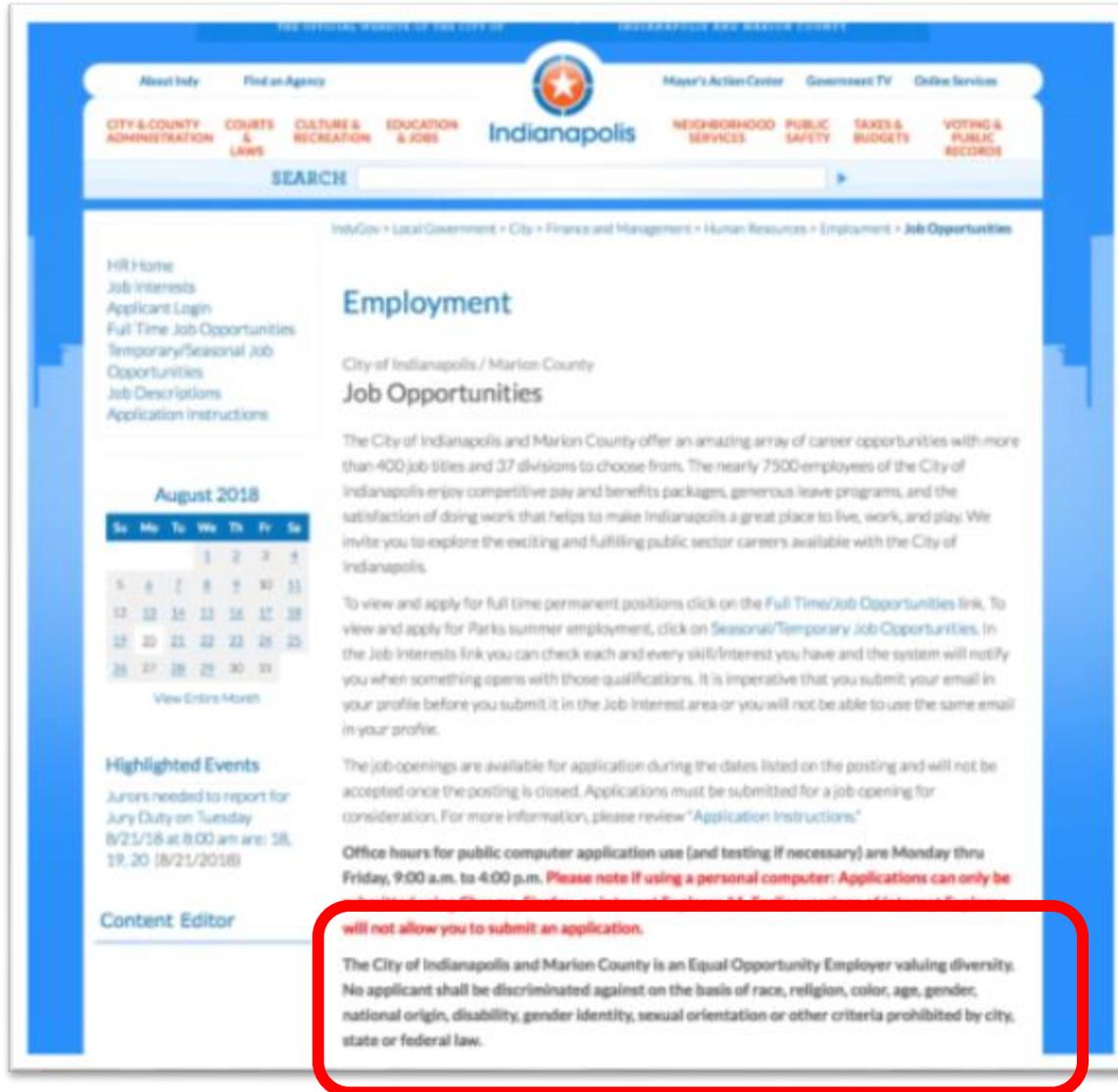
Language Services

When to use welcome statements:
If organizations like yours may have a reputation for
discrimination of a specific group

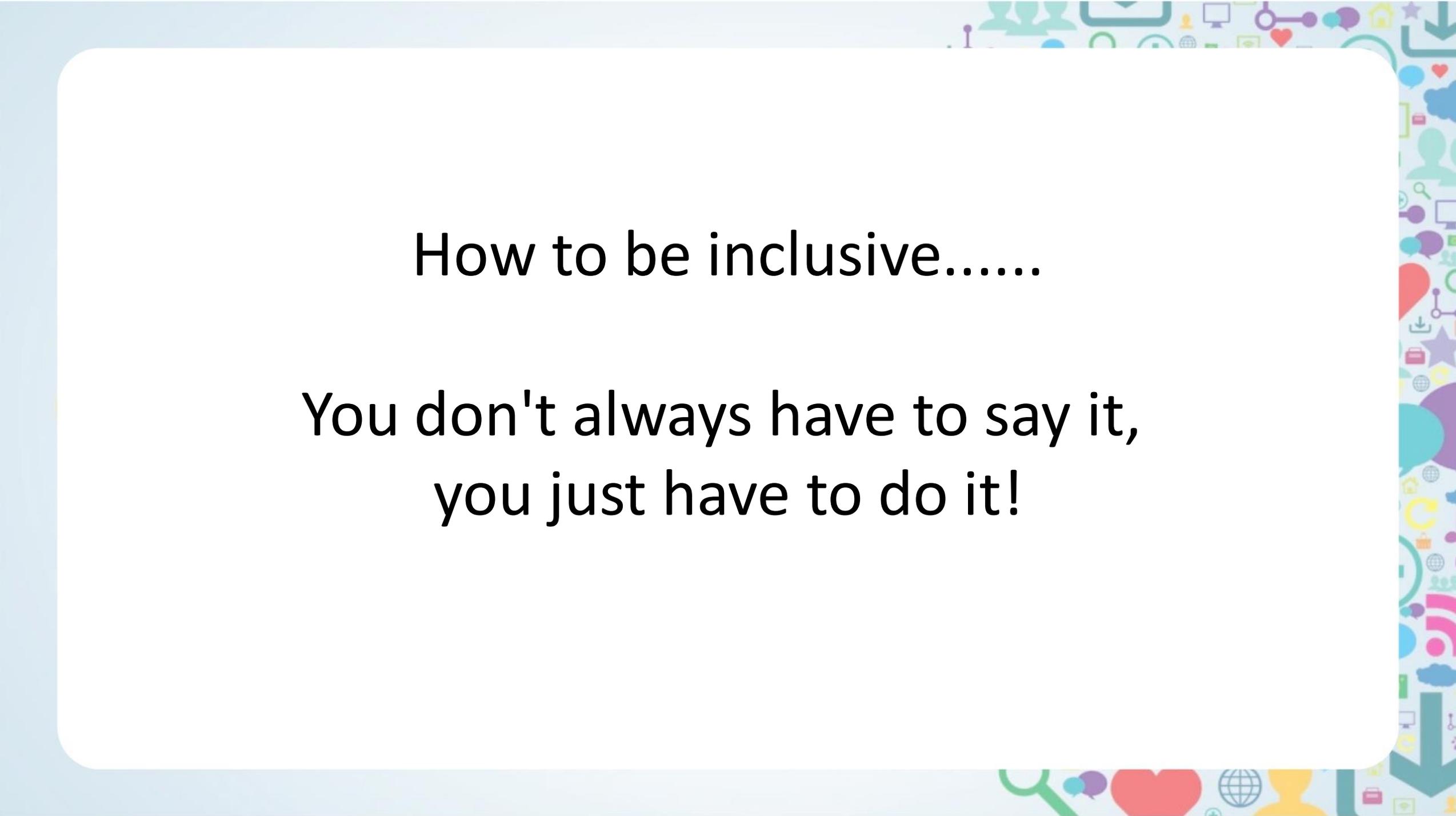


Welcome to Christ Church Cathedral. Wherever you are in your journey of faith, there is a place for you at the "Little Church on the Circle." We welcome all, serve all, and widen the circle of God's embrace. Looking to get connected? [Click here.](#)

When to use welcome statements: In an explicit discrimination policy



*The City of Indianapolis and Marion County is an Equal Opportunity Employer valuing diversity. No applicant shall be discriminated against on the basis of race, religion, color, age, gender, national origin, disability, **gender identity, sexual orientation** or other criteria prohibited by city, state or federal law.*



How to be inclusive.....

You don't always have to say it,
you just have to do it!

2019 Grand Marshals



Senator JD Ford



Low Pone



Shelly Fitzgerald



Trinity Haven



Alex Kemery So not a single PoC based on the pictures provided?

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4



Tyree Coleman Alex Kemery Not one ...

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Tony Dale Alex Kemery 2 are organizations and not individuals, so you don't know who they'll be sending in their place. It used to be only 1 grand Marshall traditionally and it's been 1+ for several years now. I'm not sure what you're trying to imply here but In... [See More](#)

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Nate Walden this is such a lazy critique. Low Pone is one of the most diverse queer organizations in the city. Trinity Haven is an organization offering housing to Indianapolis homeless youth, which according to groups like IYG, the homeless youth in Indianapolis is disproportionately POC. It's pretty hard to argue against JD or Shelly as Grand Marshalls.

The announced entertainment for the festival is diverse. The board of directors has never been more diverse.

I'm no Pride apologist, but you saw a picture and decided to make a judgement and prove your wokeness.

It's a lazy critique.

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When you are inclusive in genuine ways, your constituents will notice.

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